NZLS Gender Diversity and Inclusion Charter – please read and comment

By David Dunbar

I t was a great pleasure to see so many of you at the annual Branch dinner on Friday, 8 September. Especially notable was the number of young lawyers attending, many of whom had been encouraged and sponsored by their senior partners to attend. My thanks go out to those firms for that support and their acknowledgment of the value of the wider Branch collegial contact.

Another noticeable change at the dinner was a move away from the mandatory ‘black tie’ wear, hopefully making it more accessible for all. The Council will continue to keep the format of the annual dinner under review to ensure that it remains a popular and valuable event for Branch members.

The insightful and thoughtful address from Her Honour Justice Helen Cull was warmly received and I extend my thanks to Her Honour again for her generosity in speaking.

Gender Diversity and Inclusion

By now, I hope you have all seen the invitation from the NZLS President Kathryn Beck, to provide your feedback on the draft “Gender Diversity and Inclusion Charter”. I urge you to read the draft charter and to take the opportunity to respond to the consultation.

It can be challenging to tackle such issues, and it can also be confronting. However, we cannot shy away from acknowledging and addressing this key issue in our profession. In saying this, I look to the example of the medical profession and the leadership shown by the Royal Australasian College of Surgeons which recently launched a new three-year campaign – “Let’s Operate With Respect” – to help put an end to bullying, discrimination and sexual harassment in surgery. The campaign aims to get surgeons talking about these problems and support culture change in the profession, following on from a report by an expert advisory group to the college in 2015. Some of the comments from that report resonate with the challenges we as lawyers must also face and tackle:

“It will take a collective recognition that there must be a profound shift in the culture of surgery and an unwavering commitment to achieving this. Long-established traditions that have been inherited and have normalised unprofessional, and sometimes illegal, behaviours must be relinquished. Gender inequality must be addressed. Discrimination, bullying and sexual harassment must become problems of the past. Everyone involved... has a role in leading the way. With courage and purpose, on a foundation of transparency and independent scrutiny, a culture of respect and professional excellence in the practice of surgery can be built.

“It will take bystanders speaking up and not being silent witnesses to discrimination, bullying or sexual harassment. There needs to be a new, shared language that makes clear the risk to patient safety from discrimination, bullying and sexual harassment. "This does not involve trashing the past. It involves mindfully, deliberately taking what is best from the rich history of the practice of surgery and re-settling it on foundations of respect, transparency and professional excellence."

The Wellington Branch Council intends to make a submission on the draft charter, which I will share with you once finalised, but I urge you all to put your views forward. For our part, the Council will be arguing strongly that the charter must be bold. We see value in including a clear identification of the problem that the charter seeks to address and stronger steps to incentivise change. The charter is a thoughtful start but we must challenge ourselves to do more.

The NZLS, and all of us, must be bold and embrace this opportunity to lead lasting, positive change. In making that change we will be at our best.

2017 Shirley Smith Address

The Women in Law Committee of the Wellington branch NZLS invite you to the 2017 Shirley Smith Address

First Laws: Tikanga Māori in/and the Law

To be presented by
Professor Jacinta Ruru
University of Otago

Jacinta Ruru (Raukawa, Ngāti Ranginui, Ngāti Maniapoto, Pākehā) is a Professor of Law at the University of Otago and Co-director of Ngā Pae o Te Māramatanga Māori Centre of Research Excellence. She is also a former Fulbright scholar.

When: Wednesday 18 October 2017
Formalities commence at 5.30 pm

Where: Old Government Lecture Theatre 1, School of Law, Victoria University, Pipitea Campus
Light refreshments follow the Address on the mezzanine floor, Rutherford House

CPD compatible
This is a free public address

This event has been made possible thanks to the generous sponsorship of...
South Island Devil’s Own golf

THE South Island Devil’s Own golf tournament will take place at the Methven Golf Club, on 3-5 November 2017. More information is available from the Canterbury Westland Branch NZLS, PO Box 365, Christchurch 8140, email susan.newman@lawsociety.org.nz

Last Resort golf 2018 – note in your diary now!

Next year’s Last Resort golf tournament will be held on Friday 16 February 2018. Please put it in your diary now.

Advertising email change

ROBIN REYNOLDS, the advertising manager for Council Brief of many years, has a new email address.

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Tenth annual Shirley Smith address: Professor Jacinta Ruru

By Georgina Leslie

The Women in Law Committee of the Wellington Law Society is delighted to announce that the tenth annual Shirley Smith Address will be delivered by Professor Jacinta Ruru (Raukawa, Ngāi Maniapoto, Pākehā). Professor Ruru is a Professor of Law at the University of Otago, Co-Director of Ngā Pae o te Māramatanga New Zealand’s Centre of Māori Research Excellence and a fellow of the Royal Society Te Apārangi. Jacinta holds a PhD from the University of Victoria, Canada. Further, Professor Ruru is editor of Resource Management Journal, Resource Management Theory & Practice, and consultative editor for Māori Law Review. Her research explores indigenous peoples’ legal interests to own, manage and govern land and water, including national parks, coastlines and oceans. She has published widely including as co-author of Discovering Indigenous Lands (Oxford University Press, 2010) and has received awards for research, teaching and post-graduate supervision.

In 2016, she was the recipient of the Aotearoa New Zealand Prime Minister’s Supreme Award for Excellence in Tertiary Teaching in part recognition of a new programme she runs at Otago: Te Ihaka: Building Māori Leaders in Law.

The tenth annual Shirley Smith Address is titled “First Laws: Tikanga Māori in / and the Law” and will consider the role of first laws – the laws of indigenous peoples – within contemporary settler legal system. The Address will reflect on the journey towards reconciliation and restitution in Aotearoa New Zealand, considering specifically how and where Māori law is enwhtin within our state legal system and how Māori law itself is founding law in this country.

Please join the NZLS Wellington Branch of the Women in Law Committee on Wednesday 18 October 2017 at 5.30 pm at GBLT1, Victoria Law School, alongside our generous sponsors Thorndon Chambers. Light refreshments will follow the Address.

NZ Law Society – Wellington Branch

Branch Manager: Annelies Windmill
Branch Administrator: Jacque Shailer
Librarian: Robin Anderson
Assistant Librarian: Julie Matthews
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The Solicitors’ Benevolent Fund – ways to donate

Donations to the Solicitors’ Benevolent Fund can be made through:

• “Give a Little” http://www.givealittle.co.nz/ Organisers, which will be automatically receipted, or

• by Direct debit: Bank of New Zealand: 02-0506-0101108-097

All donations go directly to the capital reserve. The Solicitors’ Benevolent Fund Trust is registered as a charitable trust (number CC48709) and has tax deductible status.

If a receipt is required when making a direct debit, please email wellington@lawsoociety.org.nz with your name, the amount deposited and a contact number to ensure a receipt is issued and sent to the correct place.

Fostering workplace diversity

By Matt Dodd

Dr Harold Hillman spoke about diversity and authentic leadership to an audience of around 35 young lawyers recently.

The event, organised by the Wellington Young Lawyers’ Committee, involved Dr Hillman speaking about his personal story as a previously closeted gay man in the United States military, and the importance of fostering diversity in the workplace.

He explained the seven features of authentic leadership, and how encouraging people to bring the “whole” of themselves to work, showing vulnerability and imperfections, allows people to lead effectively.

The event was sponsored by Russell McVeagh, as part of a series of talks Dr Hillman is giving to young lawyers and law students.

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Register of Presenters for Continuing Professional Development (CPD)

The Wellington Branch is creating a register of practitioners prepared to volunteer their time presenting CPD to their colleagues.

We all recognise that CPD comes with a cost both in time and money so we are creating a register of practitioners and educators who would be available to present CPD if requested at no or low cost to their colleagues.

We remind you that CPD presenters can get time in their own right. Time is claimable for preparation of CPD presentations (usually at a ratio of two hours preparation for each hour of presentation) and time spent delivering. A typical one hour presentation would allow the presenter to claim three hours of CPD, ie, two hours for preparation and one hour for the delivery.

Any practitioners prepared to go on the Branch register please contact the Wellington Branch, email wellington@lawsociety.org.nz

Please include your name, your area of expertise, your telephone number and your email address.
Annual Dinner

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Council Brief November Deadline
Friday 20 October 2017
The award for Best Dressed Individual was won by a stunning ‘Lady Luck’. The competition was so close that the over-excited winner of that auction was heard wondering what on earth she was going to do with it. The musical and singing team ‘Forever Turei Morning’ from Kiwibank proved it’s not actually that hard being a good sport, signed a poster of himself holding a large, grumpy looking moggy, which was promptly auctioned off.

The over-excited winner of that auction was overheard in dismay by the time their award came up, but ‘Lipstick on a Bull’ didn’t have such a lucky night, and extolled the ‘the quality of work done by volunteer lawyers in all sorts of fields’ who prepare the Law Society’s law reform submissions to government, “an essential part of our country’s essential part of our country’s government, it being election night.”

Marlborough Branch annual dinner

NEARLY 50 Marlborough and Nelson practitioners and their partners enjoyed a successful Branch dinner at Wither Hills Winery on 23 September.

Guest speaker, NZ Law Society President Kathryn Beck, spoke generally about the value of the Society’s legal reform submissions to government, “an essential part of our country’s law-making process.”

Among those enjoying the Marlborough Branch annual dinner at Wither Hills Winery were:

- Above left: Marlborough branch President Simon Gaimes, NZLS President Kathryn Beck, and Judge Tony Zohrab
- Left: David Nield, Gillian Canham, Hannah Reuben, and Laurie Murdoch

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TWENTY one teams attended the WWLA Politics and Elections Quiz night on a sodden winter’s night recently. Several teams were decked out in fabulous costumes. Teams had chosen their names with some care: ‘Lipstick on a Bull’, ‘Forever Turei Morning’, ‘The After Davids’, ‘Zip It Sweetie’ and ‘The Baubles of Office’ to name a few. ‘SSC’ (Stout Street Chambers) were re-named ‘Trwa Newton John’, to avoid confusion and passing off proceedings.

Convenor Donald Trump (Steph Dyhrberg) kicked off proceedings, promising the quiz would be the biggest the world had ever seen. Quiz Mistress Wendy Aldred ran a tight ship, conducting eight gripping rounds of tough questions. The music round provoked controversy but Otago graduates of a certain age aced the Strait Jacket Fits question.

Throughout the evening, silent auction items were mutely fought over, and the returning officers (the WWLA Committee) extracted every cent from every pocket to sell three books of raffle tickets for two gift baskets and a month’s yoga classes. Wendy turned auctioneer to take bids on exciting items including a night for two people on Kapiti Island donated by Kapiti Island Nature Tours, which fetched the stunning sum of $860.

Surprise special guest Gareth Morgan drew the raffle, and being a good sport, signed a poster of himself holding a large, grumpy looking moggy, which was promptly auctioned off. The over-excited winner of that auction was overheard wondering what on earth she was going to do with it…

The award for Best Dressed Individual was won by a stunning ‘Lady Luck’. Competition for Best Dressed Team was so close that the ever popular dance-off tiebreaker was wheeled out. By popular acclaim, the youthful ‘Over and Dunne’ lasses pipped ‘Cook the Books’ and ‘Regina (call me Reg)’ from PCO, carrying off the kudos and six bottles of sparkling wine, donated by Central Chambers.

‘Trwa Newton John’ showed their class by polling highest, carrying off a genuine plastic gold cup and tickets for Oktoberfest, donated by Buddle Findlay. ‘Forever Turei Morning’ from Kiwibank proved it’s not actually that hard being green, clearly delighted with their silver cup and six packs of craft beers donated by Coolmoves Furniture Removal. Last place winners, the ‘After Davids’ had scarpered in dismay by the time their award came up, but ‘Lipstick on a Bull’ stepped into the breach.

The night was a great success, with around $2,000 raised for the scholarship fund to assist deserving women law students at Victoria Law School. Thanks to Wendy and committee for organising and running the event, and the generous local businesses and lawyers who donated prizes and auction items:

- Heritage Hotels
- Buddle Findlay
- Central Chambers
- Stout Street Chambers
- Clifton Chambers
- Dyhrberg Drayton Employment Law
- Kapiti Island Nature Tours
- Cathy Rodgers
- 3 Wise Men
- Body Magic Pilates
- Garage Project
- Power Living Yoga
- Co-liberate
- Annah S
- Thunderpants
- NZ Food & Grocery Council
- Munch
- Dyrbeg Kern
- Whitcoulls Lamton Quay
- Shoc Chocolate
- Fix And Fogg
- Scent Florist
- Unichem Pharmacy Grand Arcade
- T2 Willis Street
- Mac’s Function Centre
- Coolmoves Furniture Removal
- Deliverasy

- Mary Potter Hospice

Make a caring difference in the community

Help your clients plan their Will with a lasting gift that keeps on giving – a bequest will support free palliative care in the community.

Mary Potter Hospice is one of Wellington’s most loved charities, providing specialist care to the terminally ill and their families.
Law Centre volunteers – compassion is nine tenths of the law

By Emma White and Naomi Taylor, Kairuruku Kaitiānau/ Volunteer Coordinators

Ka mura, Ka muri (walking backwards to the future)

Community Law has been in Aoteaora since 1978. The first centre was in Grey Lynn. Slowly centres started to pop up in communities all around the motu. Every centre based their work on the needs and demands of the hapori they were in. Many had no paid staff and were run entirely by volunteer lawyers and law students. These were people who saw a sea of unmet legal need in this country and decided to do something about it.

The early community law centres were the result of students, the legal profession and the community working together with the vision that “those with the least have the same or better access to justice than those with the most”.

That vision stands. In our community law centres, we acknowledge our clients, the richness of values, culture, personality, whānau and aroha that they bring through our doors and try and match that with the legal advice that they might otherwise not be able to access.

At Community Law Wellington and Huīt Valley we have also tried to capture the māori of our whare and put it into words. We know that:

• Value Manaakitanga. To us, this means we show respect to each other, our volunteers and our clients, even when it’s difficult. We build trust through demonstrating and showing manaaki and enhancing the mana of others.

• Value Rangatiratanga. We empower our clients with information so they can navigate legal systems and be successful. Our clients feel confident and able to make decisions. We give our volunteers the right to exercise their own judgement and support them to ensure they are well equipped to give expert advice to our clients.

• Value Kotahitanga. We work collaboratively with each other, we are stronger together than apart. We work in partnership with our clients to support them to take the right steps for them. Nā tō rourou nā tāku rourou – ka ora ai te iwi (with your food basket and my food basket the people will thrive).

What do our volunteers say?

Volunteers have described Community Law as their “happy place”, say they “hugely enjoy” volunteering with us and find it “very rewarding”, “There probably isn’t a better place”, said one (who we may or may not have bribed).

Community Law Wellington and Huīt Valley has over 300 volunteers. These special people run roughly 15 free legal help sessions a week between them and last year they had over 4000 of our community’s legal quandaries. They are the lifeblood and the backbone of our small but thriving organisation.

We have general roa, and specialists in family, employment, and refugee and immigration law. We have kaihwaha (assisting volunteers) – law students or grads that uplift and support our roia to do their best work.

A growing part of our service is our Kaupapa Māori advice session on Thursday nights. This is a dedicated by-Māori-for-Māori free legal help session, overseen by our passionate Pou Whirimakihana (services to Māori) team. We are always seeking rōa who whakapapa Māori, and those with knowledge in Māori land issues, to join the rōpū. Interested?

Things you might wonder about...

Do I need to korero Māori?

No! Engari, ka nui te mihi if you do, Everyone's at a different stage with their reo journey and tei e pai tāra – that’s cool. We try to support use of te reo as much as we can, but kaua e whakamā (don’t be embarrassed) if you have only mastered “kia ora”.

Do I need to get involved as a community law volunteer?

Want to get involved as a community law volunteer? Contact volunteer@wclc.org.nz or call 04 460 4460 today to talk more about becoming a part of the whanau.

WELLINGTON Women Lawyers’ Association

WELLINGTON Women Lawyers’ Association is a highly collegial organisation, open to all women in the Wellington region with an association to or interest in the law. We organise great events, facilitate networking and mentoring, make submissions on legislation and generally work to promote the interests of women in the law and the legal system. Law students can join for free.

The membership form can be downloaded from the website wwl.org.nz, or by emailing judy.elliot@waterfront.org.nz. Like and follow us on Facebook: @wellingtonwomenlawyers
Council Brief, October 2017

You can use this diagram for either the Quick or Cryptic Clues, but the answers in each case are different. This month’s solutions are on page 2.

Cymric Clues

ACROSS
7. Photographs used by whisky producers (6)
8. There’s nothing in the little wood but a barn (6)
10. A street intersects unsightly grazing land (7)
11. Smith uses it to make money (5)

DOWN
1. Descriptive of a medical preparation - variety of paste, I see! (7)
2. Simon is disturbed by the errant (7)
3. Bread supplied for the meal? No, just the reverse (5)
4. Were they made by the first PO? (7)
5. The directors sound unimpressed (5)

ANATRAG

ANATRAG

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Answers: See page 2

Best-dressed Devil’s Own golfer Nigel Stirling rolls in on a Rewaco power trike.

Best-dressed Devil’s Own golfer Nigel Stirling rolls in on a Rewaco power trike.

Annual Des Deacon Memorial Dinner
Members of the criminal bar are warmly invited to the Des Deacon dinner, this year Friday 27 October at 5.30 for pre-dinner drinks, dinner from 7.00pm.

Tickets are $105 including a 3 course meal and table wine. There will be a bar tab before dinner.

There will be remarks after dinner from Justice K, President of the Court of Appeal.

To reserve a place please contact Brett Crowley at Brett.Crowley@xtra.co.nz

COUNCIL BRIEF CROSSWORD

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Cryptic Clues

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Answers: See page 2

Best-dressed Devil’s Own golfer Nigel Stirling rolls in on a Rewaco power trike.
Great turn-out for 83rd Devil’s Own at Hokowhitu

By Julian Long

The 83rd Devil’s Own Golf Tournament held on the same weekend as the general election saw record number of participants. A total of 130 took part, with 115 playing in the qualifying round on Friday that went from cloudy and overcast to pelting rain and flooding greens. All participants survived, though more than a few were a little wet and cold!

Alice Nunn from Hamilton qualified among the top 16 golfers, but unfortunately lost her first match on the Saturday to be in the plate round. She followed up her R16 loss with a solid string of wins from there to win the Devil’s Own Flight contest.

We had a small but convivial and involved group of women entrants, most of whom elected to play in the matchplay this year. All of them enjoyed themselves greatly and have vowed to return next year to win the Devil’s Own Flight contest.

Career development is an important part of our firm’s culture, with good prospects for the right person to take a lead role in the future development of the firm.

Written applications, with curriculum vitae and references, should be marked confidential and forwarded to john@mainstreetlegal.co.nz.

Closing date for applications is Thursday 12 October 2017. All applications will be treated as confidential.

Main Street Legal
Your Local Lawyers

Senior Litigation Lawyer

Main Street Legal Limited
66 Main Street
Upper Hutt
04 527 9727

We are seeking to employ a litigator with at least three years post-qualifying experience. The person should preferably have lead provider status with Legal Aid in the Family and Criminal areas.

The position requires the ability to work well, both independently and in a team environment, with a strong desire to be successful in litigation work.

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Career development is an important part of our firm’s culture, with good prospects for the right person to take a lead role in the future development of the firm.

Written applications, with curriculum vitae and references, should be marked confidential and forwarded to john@mainstreetlegal.co.nz.

Closing date for applications is Thursday 12 October 2017. All applications will be treated as confidential.

Main Street Legal
Your Local Lawyers

Senior Litigation Lawyer

Main Street Legal Limited
66 Main Street
Upper Hutt
04 527 9727

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